
**DCU Business School
PhD Opportunities**

Talent Management

Applications are invited from individuals interested in studying for a PhD in the area of Talent Management.

Project Area/Topic

Policy and prescriptive literature in the domain of Talent Management have increased rapidly over the last decade. However, this has not been matched by sufficient critical analysis as to the precise meaning and validity of the concept. Likewise, there has been limited empirical evidence concerning its diffusion into practice. In order to address this deficiency this project will involve a critical exploration of the meaning of Talent Management, exploring how it is deployed by organisations while also examining employee perception's of its impact.

Entry Requirements

To be accepted to the PhD programme, applicants must hold a Masters degree by research from a recognised university. Applicants who do not hold a Masters by research (i.e. those with a taught Masters) may be considered for the PhD-track programme. If progress is satisfactory after the first year – judged by work in progress and an oral examination – the scholar may then transfer to the PhD programme.

Application Procedures

Applicants should submit their CV and a research proposal (approx. 3,500 words) by email to: Ms. Rachel Keegan at rachel.keegan@dcu.ie

Guidelines on how to structure a proposal can be found at:
http://www.dcu.ie/dcubs/research_proposal_guidelines.pdf

Informal enquiries about this/these position/s may be made to Dr Brian Harney at brian.harney@dcu.ie